

WORDS & VISION

UCFV Faculty & Staff Association Newsletter

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From The Editor

Warning: newsletter may contain satiric elements; reader caution is advised.

Abecedary-wise

Labour Day again. Welcome back to the battle — not just against ignorance and underfunding, but against an increasingly brutalized workplace atmosphere in these difficult days for Higher Ed. That's right, time to put away the abs flexor/garden mag/tanning butter —

and review our ABCs. Here's a quick & dirty survival guide for coping with institutional life in the coming term, based on the proven benefits of Avoidance, B.S., and Complaining.

A

Always avoid — deadlines; meetings; cold baked beans at the salad bar; committee work, controversial (i.e., all) issues; new faces; known faces; art hung on walls (in ABBY); 'art' sketched in restrooms (these people need lessons in perspective); indeed, eschew anything tarred with the beastly brush of creativity, especially new ideas (old ones, too, where possible — cultivate the hum). Note: If this advice strikes you as a tad passive, don't despair. You can still 'assert' yourself by pronouncing strongly — that is, negatively — on all developments, be they hot new programs or just new hot lunches at the caf. Being negative costs nothing, yet confers that seductive aura of superiority.

B

B.S. 'bout everything — how busy you are; psychotic students; crazed colleagues; exacerbated ex-spousal units; even your problematic pet/s. As always, the art lies in the details: dozens of lists scattered on the desk, adorned with anally-retentive check marks; that half-suppressed groan as you hoist your bulging book bag (full of mail order catalogues, but how do THEY know?); your haggard, faintly bilious demeanour (easier for some,

but the rest of you can rehearse); your evident fatigue as you empty your mailroom slot (personally pre-stuffed with important-looking documents); loud guffaws at Aspen's absurdly limited capacity; and — a classic — meetings convened in corridors, if possible on the run, sandwich in hand, allowing colleagues to gaze in wonder as you heroically labour on. (And when all this begins to wear thin, consider the other B.S. skill: back-stabbing. Remember, it's not just for enemies anymore; friends can benefit too — keeps 'em on their toes.)

C

Carry on complaining vis — workload; debt load; info overload; air quality; water quality; quality of life; class size; class consciousness; class warfare; time tables; work tables; greasy cafeteria tables; plus all items listed in A and B. After all, complaining is the group activity that creates coziness, knits a community together — and in these days of sensitized self-esteem, it's

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reassuring to know that everybody has something to gripe about. That's equity in the workplace. Who says there's no future in it? With a bit of practice, today's disgruntled complainers can become tomorrow's caballers, no longer merely grumbling in dark corners, but actively (though covertly) conspiring toward goodness-knows-what institutional desiderata. Oh, 'brave' new world...

In the mean time, cock a snook, if you're so inclined — and keep your powder dry.

Otherwise

As you know, much has been happening in the far-flung outposts of our empire. Mission is up and running; Chilliwack is now being more fully utilized with additions to various programs; and so on. This newsletter needs more news: i.e., reports from every campus so we can all stay better connected. I'm not thinking of anything demanding, just a few lines a month on latest developments, etc. If you'd be interested in helping out collegial communications, let me know at 4240.

And don't forget about Geezer Chic (sounds like 'sheik'). Judging by the huge response to last issue's piece on the trepidations/triumphs of my aging generation, we've hit a vortex of cruciality in the UCFV psyche. Any thoughts on that topic would be welcome — geezer pleasers for sure.

-Richard Dubanski



Letter to the Editor

Dear Ed.:

Subject: The Choices We Do Have

Perhaps it is in our collective interest for each one of us to take a hard look at the battles we choose to fight this academic year, and how we will fight them. Will our choices and our rhetoric reflect professionalism and an awareness of the external pressures that confront our institution and each of us? Or will we retreat to ineffective personal vendettas and inappropriate use of complaint and evaluation processes? I am not suggesting we roll over and play dead on the important issues which confront us. Rather, I hope that we will save our energies (and our health) by identifying opportunities where we can "tread lightly" and build a more respectful workplace.

-Elizabeth Asner
Sociology

Ed.: Right on.

President's Report

Well, it is that time of year again: The first newsletter, the first deadline, the first bit of procrastination ... In spite of my desire to put this off until something witty comes to mind, I will dive into my report with the standard salutations and greetings to all staff and faculty. I would also like to welcome all new employees to UCFV. If you have a chance, please stop by the FSA office for a visit and a coffee (assuming of course that we have some in the office).

What's new?

Perhaps the largest change over the last several months is the ratification of the provincial framework agreement by members. Before discussing the content of the agreement I feel it necessary to let members know how and why we ended up voting on this agreement when, at the AGM, members instructed the Association not to endorse or ratify the framework agreement.

Subsequent to the AGM, the Association learned that there was a financial cost to not ratifying the agreement. The Ministry has promised \$3 million to help institutions move from our current faculty salary scale to a new provincial scale. Because our salaries are currently yoked to other institutions, the University College will be forced to increase salaries at UCFV even if we did not ratify the framework agreement. Given the subsequent increase in costs without an increase in funding, UCFV could be forced to lay off more employees than would otherwise be required, if we ratified the framework agreement.

As such, an extraordinary general meeting was held and, after some discussion, the members at this meeting agreed to reconsider the AGM motion. A ballot was drawn up and distributed to members, asking them if they wished to ratify the provincial framework agreement. The membership overwhelmingly voted in favor of ratification.

Having said this, some of you may be asking yourself what happens next. The short answer is we are not sure. The uncertainty arises from the way in which the arbitrator wrote the agreement. Some of the clauses are ambiguous and further discussion is required between the Employer's Association (PSEA) and the joint

union caucus. In particular the clause on compensation for members needs attention.

Finally, the Association and UCFV will have to determine how the framework agreement will impact on local bargaining. Some of the clauses in the current collective agreement cannot be re-negotiated and remain intact or as modified by the framework agreement until the agreement expires in March of 1998.

Unfortunately, there is one further complication. There now exists a staff framework agreement. Luckily (I think) this agreement is almost a carbon copy of the faculty agreement. I am uncertain as to the status of this agreement. I understand that some of the other staff unions (CUPE locals) are recommending rejection of the agreement to their membership. I hope to have more information by the first of October and I will convey this to you at that time. If members have any questions, please contact the FSA office (either in Chilliwack or Abbotsford).

Other than the framework agreement, not much is new (I know, hard to believe). This is not to say that there are not the same old, and somewhat too familiar, problems surrounding contract administration. Faculty and staff are still concerned about workload and the subsequent impact it has on employees' health vis à vis stress. There is also a great deal of concern about evaluation procedures and how evaluations are being administered and interpreted. The Association continues to pursue these issues with the Administration and it is hoped that we can start to chip away at some of them.

In closing, it is extremely important that members come to the Association and let us know if you have any concerns as to how the collective is being applied. Whether

you have a contract administration concern/question or if you just want to socialize, I hope that you take the time to drop by the office for coffee (if enough of you come we will have to serve virtual coffee).

-Dale Box



Faculty Grievance Chair Report

Since my last report, I have handled the following disputes:

1. UCFV violation of 13.8(c), its obligation to confirm (or not) the continuation of a program head's term. Remedy requested was the convening of a dept. meeting for this purpose. Grievance sustained.

2. UCFV violation of 13.1(c) and 31.5(a), its obligation to establish "B" positions where >50% positions have existed for three straight years, without any significant qualification of this obligation by references in the posting. Remedy requested was the establishment of the positions, no matter the uncertainty of funding. Grievance sustained.

3. UCFV violation of 20.2.2, its obligation to modify faculty workloads when upper level courses are involved. The courses in question were practica. Remedy requested was compliance with 20.2.4 without reference to what kind of upper level course is involved, as the language

makes no distinction between particular kinds of upper level courses. Grievance sustained.

4. UCFV violation of the principle of anonymity obtaining in evaluations of supervisors by those under their direction. Identity of participants in the evaluation of their program/dept. heads must be undisclosed. Grievance sustained. Employees who assisted the FSA and UCFV in drafting the language of Article 13.8 will be convened to entrench the principle in the guidelines for the evaluation of heads.

5. UCFV violation of Articles 12, 14, 15, and 16 relating to termination of an employee or failure to show proof of just cause for this most severe form of discipline. Remedy requested was reinstatement with reduced discipline and lesser provisions. Grievance sustained.

6. UCFV violation of 20.2.9(a), its obligation to assign only those duties cited. These do not include counselling or advising as these duties are defined by counsellors or advisors. The employer recognized the grounds for our protest and would recognize any instructional faculty member's refusal to perform counselling and advising work assignments.

Comment: The issues raised here want to be addressed by faculty as a whole, especially the distinctions between 'counselling', 'advising', and 'mentoring', and the pitfalls of any faculty employee entering into a counselling relationship with his/her students. There is a major difference between an instructor being approachable, serving as a contact person, channeling students to colleagues, being attentive to

students' concerns, and providing crisis counselling or career counselling. Faculty assuming, voluntarily, these latter tasks do so at some peril and in any case should not be directed to do so.

Is not counselling an "other related" duty (20.2.9 a xi), such that faculty can be assigned to that work? By ordinary language, counselling is seemingly related to consultation, and consultation is an instructor's duty (20.2.9 a iii). However, it does not follow that counselling or advising can be assigned by a supervisor (dean, director, or head) to instructional faculty because "other related duties" means only what the College and FSA say it means. The FSA has never agreed that "other related duties" mean what a supervisor may unilaterally interpret the phrase to mean.

7. UCFV violation of the Instructional Faculty Evaluation Procedure. The FSA is grieving, on a policy basis, 7.7, that is, the management's general administration of the procedure, there being questions about the authenticity of the guide in use as well as recurrent specific grievances. Grievance pending.

Comment: Given considerable disorder in the administration of the procedure, I had, with the FSA President's approval, approached UCFV with a request that the FSA and Management convene a joint committee to reorder the administration of the procedure and consider substantive changes subject to faculty review, approval, or rejection. Dale's approval was subject to FSA Executive review, which was requested. The Executive thought better of the joint committee initiative and directed me to file the

policy grievance, which is technically correct and does not preclude the employer from composing substantive changes and submitting them to the regular oversight processes cited in 15.2(a) and perhaps another unmentioned in 15.2(a), that is, UCC.

-Bob Smith



Staff Grievance Chair Report

This year, for the first time, we have an FSA office on the Chilliwack Campus. Located in the old motel, Room A101, it is right across the hall from the switchboard. We are endeavoring to staff the office all or part of the day Monday to Friday. Fenella has posted our tentative hours on the door. Please come to us if you have any questions, concerns, or if you just want to see how we are set up. If it's raining, and you don't feel like running the mile and a half from the new building, telephone us at local 2498. As on the Abbotsford Campus, we are here for the members, and want to hear from you.

We are concerned that staff are not always as well informed as they should be about College policy and procedure. So, with that in mind, Fenella and I have been working on some question-and-answer lunch hours aimed at acquainting staff with important issues that affect them now, and more importantly, in the future. The topics, dates, and times are as follows:

| Date & Time | Location | Topic |
|------------------------------|---------------------------|------------------------------------|
| Tues., Sept. 17 12:00 pm | Chwk. D215 | JCAC |
| Thurs., Sept. 19 12:00 pm | Abby G159 (Library) | JCAC |
| Tues., Oct. 8 12:00 pm | Chwk. D215 | Framework Agreement |
| Thurs., Oct. 10 1:00 pm | Abby G159 | Framework Agreement |
| Tues., Nov. 5 12:00 pm | Chwk. D215 | PD Allocations |
| Thurs., Nov. 7 12:00 pm | Abby G159 | PD Allocations |
| Tues., Nov. 19 12:00 pm | Chwk. D215 | Overtime, Sick Days, Committees |
| Thurs., Nov. 21 1:00 pm | Abby G159 | Overtime, Sick Days, Committees |
| Tues., Dec. 10 1:00 pm | Chwk. D215 | Benefits, Pensions |
| Thurs., Dec. 12 12:00 pm | Abby G159 | Benefits, Pensions |

Attend if you can. Bring your lunch and a friend. We are especially hoping our new members will come out. It will give you an opportunity to become more familiar with the "hows" and "whys" of the place and also give you a chance to meet colleagues outside your department.

Since Bob Smith's last report in May, on the staff side, there has been one resignation from the Child Care Centre and one formal grievance involving a transfer from Chilliwack to Abbotsford. In the transfer case, the College argued that even though the work had always been done in Chilliwack the transfer was necessary because the position now needed to be closer to the bulk of the department located in Abbotsford. The FSA held that there was not substantial evidence to move the position to Abbotsford. In addition, the transfer caused aggravation and stress not only for the individual doing the job, but also for many of her co-workers as well. The transfer was rescinded with the Association and College agreeing the member

would travel to Abbotsford up to two days a week, when needed. More recently, several serious issues have arisen that could result in grievances.

Even though I knew Bob was dealing with a lot of staff problems, since taking over from him, I am finding the workload a little overwhelming. I could not begin to handle it all without the support of Bob, Dale Box, and Kim Isaac. I would like to thank them all for their patience and advice. Also, I want to thank Fenella and Jacqueline for all their help.

With four of us working out of the office, the Abbotsford local has become a rather hectic place these days. Much serious business is going on, but also a lot of laughter and camaraderie. If we're making too much noise, just bang on the wall and tell us to pipe down. We won't feel guilty, though; if we have to be here 35 hours a week, we intend to enjoy it. After all, nothing disperses a potentially volatile situation faster than a good laugh.

-Bev Lowen

Quote of the Day

Laughter is the closest
distance between
two people.

-Victor Borge

JCAC Report

Review of the Staff Evaluation Plan

UCFV received a draft of the revised plan in late June. Overall, the changes seem to address most of the sections of the plan JCAC members felt no longer served us well. Changes resulting from equity issues are harder to gauge until we actually rate some positions under the new system. We suggested revisions, adjustments are being made, and we are now awaiting the finalized version of plan. This should arrive by the end of September.

Throughout October, a rep from Crossman Shepherd will work with JCAC members to familiarize them with the changes, to assist in establishing bench mark positions and ratings, and to train JCAC members to work the plan. At that time, some interviews with staff may be requested.

During November and December, all staff positions will be rated according to the new plan. At the end of this process, every staff member will be informed of the new rating of his or her position, including any adjustments which are made as a result of the review. In most cases, these adjustments should be minimal, but there may a few exceptions. Barry Bompas has agreed to waive the two year time requirement for a request for a job review in situations where the incumbent feels the placement of his or her job description on the new scale is inappropriate.

Until this process is complete and the new plan is in place, no further requests from staff for job evaluation will be assigned to JCAC for review. Remember, however, that the process

for having a job description reviewed has not changed. At any time, employees may initiate the job review process by requesting that their Supervisors review their job descriptions for accuracy. So, if you are considering a request for a review, and you probably should be if there have been significant changes in your job since the last review, or if it has been more than two years since the last review took place, initiate the process by requesting a review. If you do not have a copy of your job description, or you do not believe you have a job description, speak to your Supervisor and/or call me.

Steps to having your job description reviewed:

1. Meet with your Supervisor and rewrite your job description to reflect the current duties for which you are responsible. Initiate the review process at this time by completing a Job Classification Review Form, available from Employee Relations or from a JCAC member, and attach it to your request.

2. Submit approved job description to your Senior Administrator who responds within ten days from the date the Supervisor receives the request:

- * if approved, the Senior Administrator initials and forwards it to Employee Relations within five days.

- * if not approved, the Senior Administrator may take an additional ten days to make any necessary changes.

3. Employee Relations ensures your job description is assigned for review at the next JCAC meeting. The JCAC assigns one or more FSA members

plus a management member (JCAC team) to interview you at your convenience.

4. The interview is conducted to clarify and confirm your written job description: be prepared to answer questions about specific job duties, etc.

5. Each JCAC team member independently rates your job description using the Staff Evaluation Plan.

6. The JCAC team meets to compare individual ratings and debate differences; the rating is then presented at the next JCAC meeting for ratification by all JCAC members.

7. Your job description is forwarded to your Senior Administrator for final approval.

8. Employee Relations notifies you of the rating results.

A Job Review Kit which includes a Job Classification Review Form and a tip sheet to help you prepare for the interview is available from Employee Relations or from any JCAC FSA rep.

Workshops

Workshops on the JCAC process and on writing/rewriting a job description begin again this semester. Watch for notices. I am also happy to meet informally with individuals and/or with small groups of people (perhaps within an area?) whenever I can.

This semester, I am available in the FSA Office on the Chilliwack campus on Mondays from 11:00am-

4:00pm (Rm A201, local 2498). In Abbotsford, I am available on Wednesdays from 10:30am-4:00pm and Fridays from 9:00am-12:30pm. You can contact me at local 4282/2432.

Other FSA members currently serving on JCAC are:

| | |
|---------------|-----------|
| -Jackie Hogan | loc. 4211 |
| -Cameron Roy | loc. 4522 |
| -Craig Toews | loc. 4222 |

Please call any one of us if you have questions about the job review process.

-Fay Hyndman

Dateline Dubai

Ed.: Paul Kurucz is on a three-year appointment abroad, and thought we would be interested in some exotic E-mail.

As I am writing this message, the haunting call to prayer is echoing across the city. Emanating from speaker towers called minarets, the prayers are called five times per day, the first beginning before 6.00 am. The heat this evening has dropped to a comfortable 100-105 degrees Fahrenheit, from a usual daytime high of 110-120 degrees. The markets are just now beginning to awaken, as shoppers venture out to buy goods of all description from the mostly tiny, family owned shops in the Al Karama shopping district. Many different languages are spoken here, though

English is notably absent. Taxis by the dozen line the streets, receiving and issuing forth passengers at a furious rate. Typically \$2-\$4 a ride, taxis are often the best way to safely traverse Dubai. Driving here is an artform, best learned from the inside of a swerving, racing cab before being experienced from behind the wheel of your own car....

Such is a snapshot of life here in Dubai.

Dubai is an incredible mix of cultures, architecture, rich and poor. The Dubai Men's College, the college I started teaching at, is by far the best funded post-secondary education institution for its size that I have ever seen. While not on the scale of the Harvards and the Yales of the world in terms of capital funding, funds are poured into faculty and support staff, with very little "tombstone" capital spending taking place. Class sizes are kept to 10-15 students, while equipment is abundant and untramodern. Sheikh Nahyan, the U.A.E. Minister of Education and our ultimate "boss," takes his job very seriously. So personally, in fact, that when our Director insisted that our 1996/97 budget was short Dhs.10-15 million (C\$4-6 million), the Sheikh sat down and wrote a cheque for the amount...from his personal bank account. Needless to say, this is a very motivating environment to work in.

One cannot ignore the other side of the coin, however. Seventy percent of the population of U.A.E. is from the Indian sub-continent: Pakistan, India, etc. Working and living conditions for these people are the flip side of ours. None of the luxuries of air-conditioning, pools in their apartment buildings, the opportunity to buy cars, gold and other goods

that are within reach our reach. And yet, most smile and explain how they are well-off compared to their friends and family "at home"....

Sue, Daniel, and I are revelling in the experience of being in an almost totally different culture. Maybe the honeymoon will end soon, but right now, such things as the sudden start of the calls to prayer that echo through the hot, humid evening air are a source of fascination...

From all of us, best wishes to you.

-Paul Kurucz

Trading with Tyrants: a Canadian Tradition

"It is the nature of imperialism that citizens of the imperial power are always among the last to know — or care — about circumstances in their colonies."

-B. Russell

"Our fear that communism might someday take over most of the world blinds us to the fact that anti-communism already has."

-M. Parenti

Earlier this year, the *New Internationalist* published a list of "the world's ten worst dictatorships": Burma, Syria, Nigeria, Indonesia, Zaire, China, Iran, Sudan, Iraq, and Saudi Arabia.

Three of these states have important and substantive trade and aid ties with Canada. Turkey,

Vietnam, and the U.S. are important partners as well, and each state has a questionable human rights record.

But in the inevitable clash between trade and human rights, Canada often turns its back on rights for the promise of a few more pieces of silver.

China

Since the early 1970's, Canada has nourished ever closer trade and aid ties with China. "While China treats human rights with contempt, it is also the fastest growing market in the world today, attracting foreign investments on a massive scale," Pierre Sané disclosed at the Amnesty International annual general meeting in Canada earlier this year.

Although the Tianamen Square carnage shocked the world by its brutality, the virtual negation of political and civil rights in China has a long and consistent history. The Chinese treatment of pro-democracy dissidents, the constant imprisonment and torture of those who dare to differ with official state policy, and the terrible treatment of the Tibetan people, all show the Chinese state has little or no concern for fundamental rights.

Yet China continues to play an ever-increasing role for Canada. An appraisal of the Canadian International Development Agency (CIDA) noted: "Disbursements in China in 1990-91 amounted to \$63.85 million, making it the second largest aid recipient that year. China was Canada's fifth-largest export market in 1992."

CIDA funding and trade ties with China have flourished since 1992. In fact, Team Canada's tour to China in the autumn of 1995 consolidated and

deepened the bilateral relations between the two states. Canada remains silent about China's human rights violations, and, worse yet, continues to increase its trade and aid with this tyrant.

Indonesia

Canada, ever so briefly, withdrew aid from Indonesia when President Sukarno invaded Malaysia in the mid-sixties. But when General Suharto toppled Sukarno in 1965 (millions were killed between 1965 and 1969), Canada, ever so slowly, began the process of warming up to Indonesia. Suharto was much more generous and gracious to the West than Sukarno, and the country became an investor's paradise.

The Indonesian invasion of East Timor in 1975 and the subsequent deaths of about 200,000 East Timorese (one-third of the total population) should have caused a massive western response. But the western media were too busy looking at Pol Pot's massacres in Cambodia. Per capita, more people died in East Timor than in Cambodia, but the West was silent about the other killing field.

While Suharto eagerly opened up Indonesia to the West, Canada has uncritically embraced this tyrant. Indonesia is now the second largest recipient of CIDA funding and more than 20 Canadian companies have relations with Indonesia. The Eastern Indonesian University Development Project at Simon Fraser University continues to ply its educational trade with the country (receiving significant funding from CIDA) while going limp on human rights questions. Canada has been one of the few states to either abstain or vote against UN

resolutions to condemn the Indonesian invasion of East Timor, and Canadian defense corporations continue to trade with Suharto and his military thugs.

Prime Minister Chrétien's tour of the APEC states last autumn winched Canadian-Indonesian relations even tighter. And Chrétien, predictably, ignored the nagging human rights questions when the shimmer of gold glistened before his eyes.

Saudi Arabia

Saudi Arabia has one of the largest oil reserves in the world, plays a pivotal role in lubricating western industry and interests, and is a substantive western power broker in the Middle East. The Saudi state, although not fundamentalist in the same way as Iran is, continues to play an important part in ensuring a repressive and conservative form of Islam predominates in the Middle East.

General Motors of Canada has its largest contract ever with Saudi Arabia to supply the country's military with 1,117 Light Armoured Vehicles. The contract, worth in excess of \$1 billion, extending over several years, will further arm Saudi Arabia.

As well, Saudi Arabia's annual expenditure on military products places it in the top ten percent of the most militarized states in the world. The fact that Saudi Arabia is so militarized, that it represses any substantive dissent and is viewed as one of the worst dictatorships, should concern Canadians.

But if thugs provide jobs for Canadians, too often it's easier to protect Canadian jobs than worry

about the plight of the victims of our armaments.

Turkey

The Kurdish people, for the most part, are scattered throughout Turkey, Iran, Iraq, and Syria. The largest concentration of Kurds (16 million) is in Turkey.

The Turkish state denies the Kurds basic rights and prevents them from using their language and culture. Between 1994 and 1995, the Turkish military destroyed 1,390 Kurdish villages; many Kurds were tortured. Kurdish political parties are illegal. Canada is well aware of the Turkish treatment of the Kurds.

In the late 1980s and early 1990s, Canada was the third largest arms exporter to Turkey, after the U.S. and Germany. Canada has sold military vehicles, small and large caliber weapons, tear gas, aircraft and helicopters to Turkey. Although this runs contrary to Canadian policy of not selling armaments to tyrants, when the tyrant is our friend, we are quite eager to arm the bully, provided our pockets are lined.

Vietnam

The recent Klondike Days event in Edmonton (July '96) generated much controversy. The 'Discover Vietnam' exhibit, many claimed, obscured and left undiscovered the oppressive nature of the real Vietnam. In fact, various Vietnamese, who were part of 'Discover Vietnam,' defected and claimed refugee status in Canada. The Department of Foreign Affairs willingly conceded that "Vietnam has a human rights record right up there

with China and Indonesia" but profit is profit. In 1995, Canada granted Vietnam "most favoured nation" trading status; between 1987 and 1995, Canadians invested \$160 million in Vietnam. In 1995, Canada imported \$76.1 million worth of goods from Vietnam and exported \$34.8 million worth of goods. Trade between Canada and Vietnam continues to thrive and grow regardless of the oppressive human rights situation in Vietnam. The State Department argues that "maintaining a healthy trading relationship with Vietnam can contribute to modernization and bring the country into the international community". This argument, of course, is used by corporations to justify sidestepping, on a substantive level, the human rights question. The argument is also, for the most part, fallacious, because many oppressive states are more concerned about wealth than basic political and civil rights. Certainly, China, Indonesia, Turkey, or Saudi Arabia have not changed their minds about oppression because we have assisted them in modernization or brought them into the international community. The Vietnamese poet, Nguyen Chi Thien, who has survived as a political prisoner for twenty-seven years said, "If Politicians in the free world think that they can de-link business and human rights, they can look forward to the deserved contempt that people living under a totalitarian regime will reserve for them." Canada, unfortunately, is often a crude opportunist when it comes to profit or human rights, and, in many ways, if this is our stance, we deserve the contempt reserved for such uncivilized behaviour.

The U.S.

The U.S. is Canada's largest trading partner. NAFTA further binds us to our southern neighbour.

Since World War II, the U.S. has willingly supported many authoritarian states, engaged in thousands of CIA covert operations and been responsible, directly and by proxy, for the deaths of millions. The bombings of Hiroshima and Nagasaki, the support of Syngman Rhee in South Korea, Batista in Cuba, Somoza in Nicaragua, Pinochet in Chile, the Shah in Iran, and Duvalier in Haiti, should caution us about American views of liberty and democracy. Likewise, the U.S. invasion of Panama and their role in the Gulf War should concern us.

During the Vietnam War, Canada made more money per capita from military sales to the U.S. than any other country. Canada, when it comes to the arms trade, can sell virtually anything it wants to the U.S. without an export permit or end use permit.

Canada

Canada has been known, when the stakes are not too high and the consequences minimal, to limit aid and trade with states that undermine human rights. Canada withdrew aid to Pol Pot's regime in Cambodia, withdrew support of Afghanistan when the U.S.S.R. invaded, refused to aid Marcos' government in the Philippines, and stood against Idi Amin in Uganda in 1973 and General Pinochet in Chile.

Canada will sometimes take the moral high ground when it comes to dealing with states that it has little or no significant relationship with. But, in states like China, Indonesia, Saudi

Arabia, Turkey, Vietnam, or the U.S., trade always wins the day.

The International Trade Business Plan for 1995/1996, published by the Canadian Ministry of Supply and Services, has targeted seven states as "growth markets": China, Taiwan, Indonesia, Saudi Arabia, Kuwait, South Korea and Turkey. None of them get high marks for human rights.

Canada is keen and eager to trade with tyrants. The sooner we remove the cataracts from our eyes, the more readily we will be able to acknowledge we are much more of a hawkish and money-hungry state than we might like to acknowledge. The captains of industry sit on a luxurious throne while the dove of peace is kept in a cage.

-Ron Dart

Ed: This is an abridged version of a longer article; anyone wishing a copy of the original, contact Ron.

New Beginnings

The beginning of the school year always evokes in me feelings of happy expectancy. I'm not sure why, as I've never had much student contact in my years at UCFV. Nevertheless, I always find the start of term an exciting time.

So I arose on the morning of September 3rd feeling pretty good. I dressed with more care than usual, spent extra time on my hair, and went down to the kitchen with a definite spring in my step. My seventeen year old son, Christopher, looking handsome in new jeans and shirt, was there eating breakfast.

"Honey," I cried, bursting with

maternal pride, "you look so great! Are you excited about your first day of grade twelve?"

He gave me an incredulous look. "Mom, get a grip, it's only school, it's not like I'm going to have fun or anything."

"But Chris," I countered, trying desperately to scale the well-known walls of teen attitude, "this is your last year of high school! You'll be taking interesting new subjects, meeting new kids — this should be a great year for you!"

"Na," he said, with a world-weary sigh, "it's just the same old boring stuff."

A few minutes later, Chris's buddies arrived to pick him up.

I greeted them warmly, still hoping to arouse some small enthusiasm for this fall's term. "Guys," I said, "Grade twelve! Brand new year, a chance to fix what you messed up in eleven — and you're all driving now too, you don't even have to take the bus anymore! This is going to be a terrific time for you."

But, of course, they were too wise for me. "It might be," they laughed as they roared off, "if we didn't have to go to school."

Deflated, I yelled at their retreating car, "Have a nice day anyway." What more could I say?

Yet, driving to work, I couldn't help but feel disappointed in their attitude, and I thought back to what it was like, that first day of school when my kids were young. Off they'd go, all decked out in new clothes and runners — the right runners were extremely important, I recall — carrying new school bags full of shiny pencils, pens, notebooks, binders, and big bright boxes of fluorescent felts. They couldn't wait! Who would their teacher be? What would the new kids be like? Would their best friend be in

the same class? Best of all, of course, they were another year older, gaining status and privileges with every year.

Arriving at campus, still a bit blue, I ran into Ian McAskill in the hall.

"Y'know," he said with a big smile, "I always find the beginning of

a school year exciting. I feel motivated. It's a new beginning for all of us, like we get another chance, we're all back at the starting line together."

"Yes, Ian, yes," I respond, my enthusiasm suddenly restored, "that's exactly how I feel!"

Good for Ian, I thought as I continued down the hall; those boys, with their abundant teenage cool, are missing the boat — attitude, not 'an attitude', is everything.

-Bev Lowen

Staff and Faculty PD Brochure Board

The FSA office now has a nice seminar brochure holder outside office B375. Please come and take a look at the various courses and seminars that are being offered, and let us know if there are any others that we can add to the pile! Here are some of the course offerings:

-Discipline & Discharge in the Unionized Workplace

Call the Centre for Labour-Management Development at 1-800-665-4411.

-How to Manage Conflict, Anger, and Emotion

-How to Make Presentations with Confidence and Power

-Project Management

-How to Develop and Administer a Budget

Call Fred Pryor Seminars at 1-800-255-6139 for information about these.

Also, don't forget about the Monday luncheon seminars right here at UCFV, **Tools for Teaching Excellence**, if you haven't already received a notice.

Mark your Calendars!

ANNUAL CHRISTMAS DINNER-DANCE

Saturday, November 30
Rainbow Country Inn
Chilliwack

MORE DETAILS WILL FOLLOW